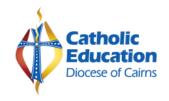
Teacher Classification Incremental Advancement



TEACHER CLASSIFICATION	WAGE		YEAR OF SERVICE
LEAD	2026 Salary \$147,048	 Progression/Requirements Certification required Open to Teachers Classified as Proficient Level 5-8, Middle Leader, and Senior Leader 	
HAT (Highly Accomplished Teacher)	\$134,695	 Certification required Open to Teachers Classified as Proficient Level 5-8, Middle Leader, and Senior Leader 	
EXPERIENCED PROFICIENT TEACHER	\$126,795	 Completed 3 years full-time equivalent service on Proficient 8 Discussion required informed by focus areas and descriptors of the APST for HAT career stage 	
PROFICIENT 8	\$124,724	Twelve months*	9
PROFICIENT 7	\$120,229	Twelve months*	8
PROFICIENT 6	\$114,956	Twelve months*	7
PROFICIENT 5	\$112,295	Twelve months*	6
PROFICIENT 4	\$107,988	Twelve months*	5
PROFICIENT 3	\$99,621	Twelve months*	4
PROFICIENT 2	\$95,141	Twelve months*	3
PROFICIENT 1	\$90,831	Twelve months*	2
GRADUATE	\$86,600	Twelve months*	1